



# Women in Submarines

Informational Brief

# ENLISTED WOMEN IN SUBMARINES

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- ▶ OPPORTUNITY TO SERVE
- ▶ SUBMARINE COMMUNITY
- ▶ CONVERSION PROCESS
- ▶ TRAINING AND LIFE ON A SUBMARINE





# OPPORTUNITY TO SERVE

# SUBMARINES ARE OPEN TO WOMEN!

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- ▶ All female Sailors E1 to E8 are eligible for conversion into ANY submarine rating\*
- ▶ Includes PACT Sailors regardless of rank or experience
- ▶ First group of women were selected June 2015!

\*E6 and below female Sailors interested in submarine nuclear duty will be selected from the nuclear-training pipeline (as students or Junior Staff Instructors)



# SUBMARINE COMMUNITY

Mission, Platform, Homeports  
OHIO Class

# A MULTI-MISSION FORCE

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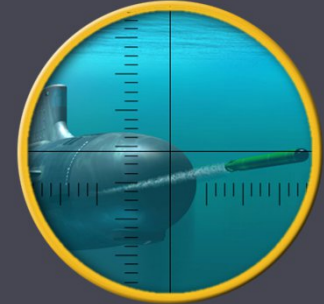
*Strike*



*Strategic Deterrence*



*ASW*



***SOF***



*ISR*



***ASUW***



*Counter Drug Ops*



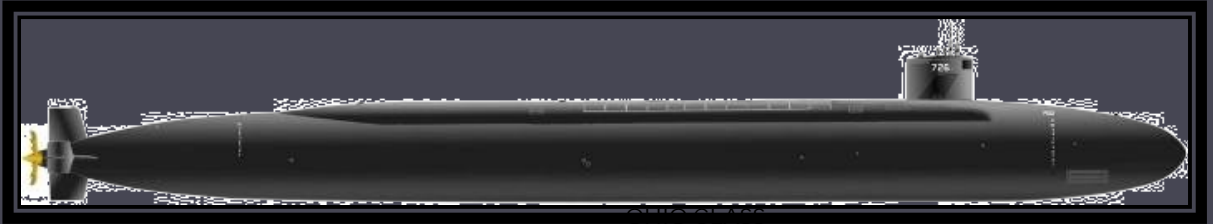
*Mine Warfare*



# FORCE OVERVIEW: 76 SUBMARINES

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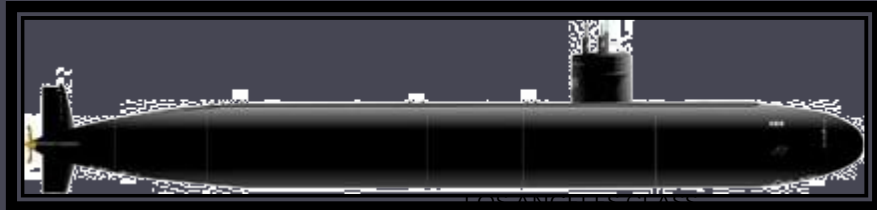
OHIO Class  
(14 SSBN and 4 SSGN)



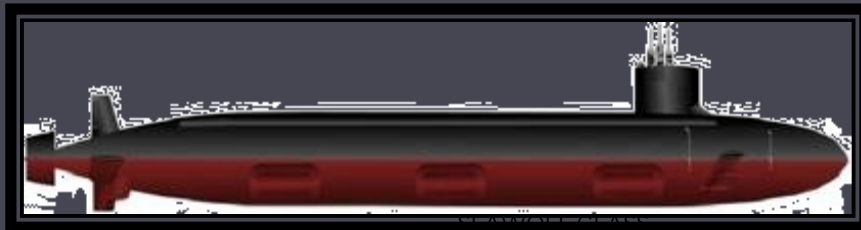
VIRGINIA Class  
(14 SSN)



LOS ANGELES Class  
(41 SSN)



SEAWOLF Class  
(3 SSN)



# SUBMARINE HOMEPORTS

Bangor, VVA ★

COMSUBGRU-9  
SUBDEVRON-5 (3)  
SUBRON-17 (6)  
SUBRON-19 (4)

San Diego, CA  
SUBRON-11 (6)

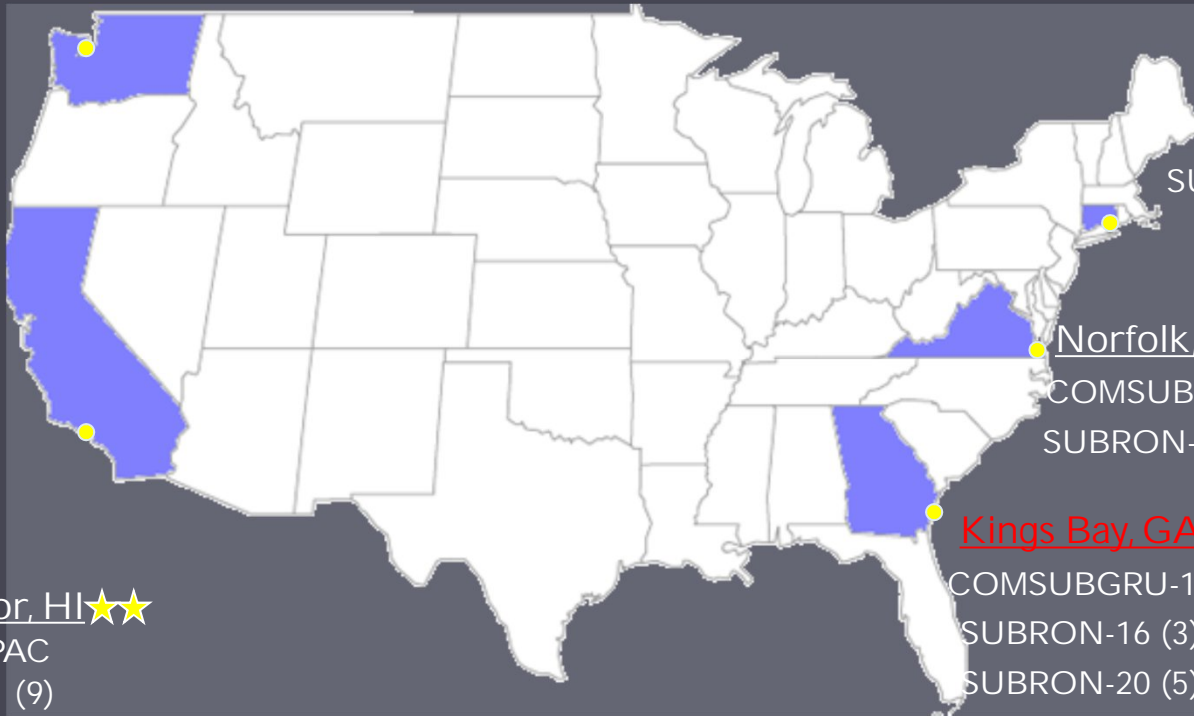


Pearl Harbor, HI ★★

COMSUBPAC  
SUBRON-1 (9)  
SUBRON-7 (10)



Guam  
SUBRON-15 (4)



Groton, CT

SUBDEVRON-12 (8)  
SUBRON-4 (9)

Norfolk, VA ★★

COMSUBFOR  
SUBRON-6 (9)

Kings Bay, GA ★

COMSUBGRU-10  
SUBRON-16 (3)  
SUBRON-20 (5)

## SUBFOR Manpower

Total: ~21,000

Officer: ~2,000

Enlisted: ~17,000

Civilian: ~2,000



# OHIO CLASS SUBMARINES

SSBN



SSGN



Phase 1 of female enlisted integration will begin with SSGN and SSBN crews in Kings Bay, GA and Bangor, WA beginning in 2016 and continuing through 2021

# SSGN OPERATIONS

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- ▶ 2 Crew Submarine
  - ▶ Blue Crew and Gold Crew
- ▶ High deployed presence capability
  - ▶ Ship forward deployed for 12 months
  - ▶ Each crew swaps out every 3-4 months and flies home
- ▶ 2 Drydeck Shelters
- ▶ Support for 66 Special Operations Forces
- ▶ Up to 154 Tomahawk missiles
- ▶ Inherent stealth and Endurance





# SSGN DEPLOYMENT CYCLE



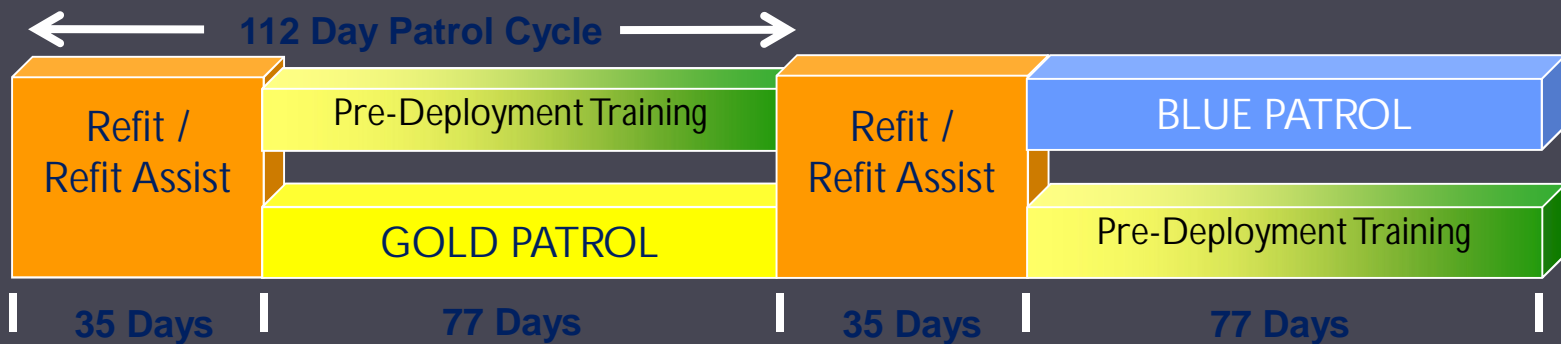
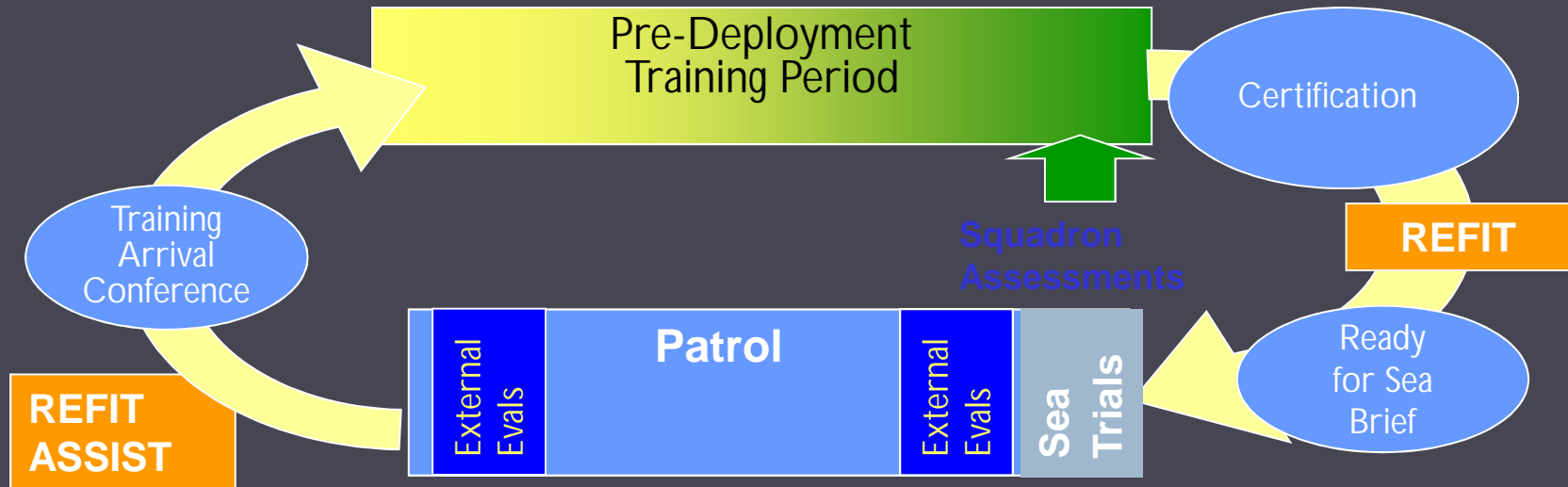
# SSBN OPERATIONS

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- ▶ Two crew Submarine
- ▶ Average patrol (deployment) is 3 months
- ▶ CNO's #1 mission priority!
- ▶ 54% of nation's nuclear warheads
- ▶ 100% of nation's survivable warheads
- ▶ 19% of strategic budget
- ▶ Over 4000 patrols since 1960



# SSBN PATROL CYCLE



# CONVERSION PROCESS

Integration Plan

CPO

E6 and Below

Submarine Ratings

Selection Factors



- ▶ Modify SSGN/SSBNs
- ▶ Four CPOs from (YN/CS/LS/HM(IDC)/IT)
- ▶ 34 E6 and below per application cycle
  - ▶ From any rate, into any rate
  - ▶ Accepting PACT/undesigned into any rate
  - ▶ Nuclear-trained Sailors selected from training pipeline
- ▶ Target 20% female crew
- ▶ Expand to 18 crews over the next 8 years

## INTEGRATION PLAN

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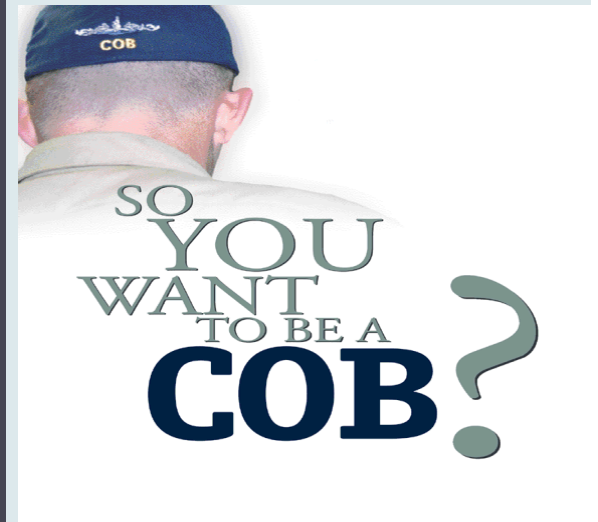




# CPO CONVERSION

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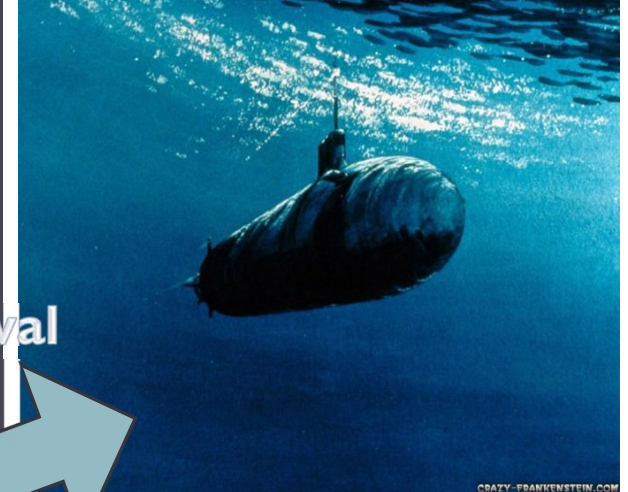
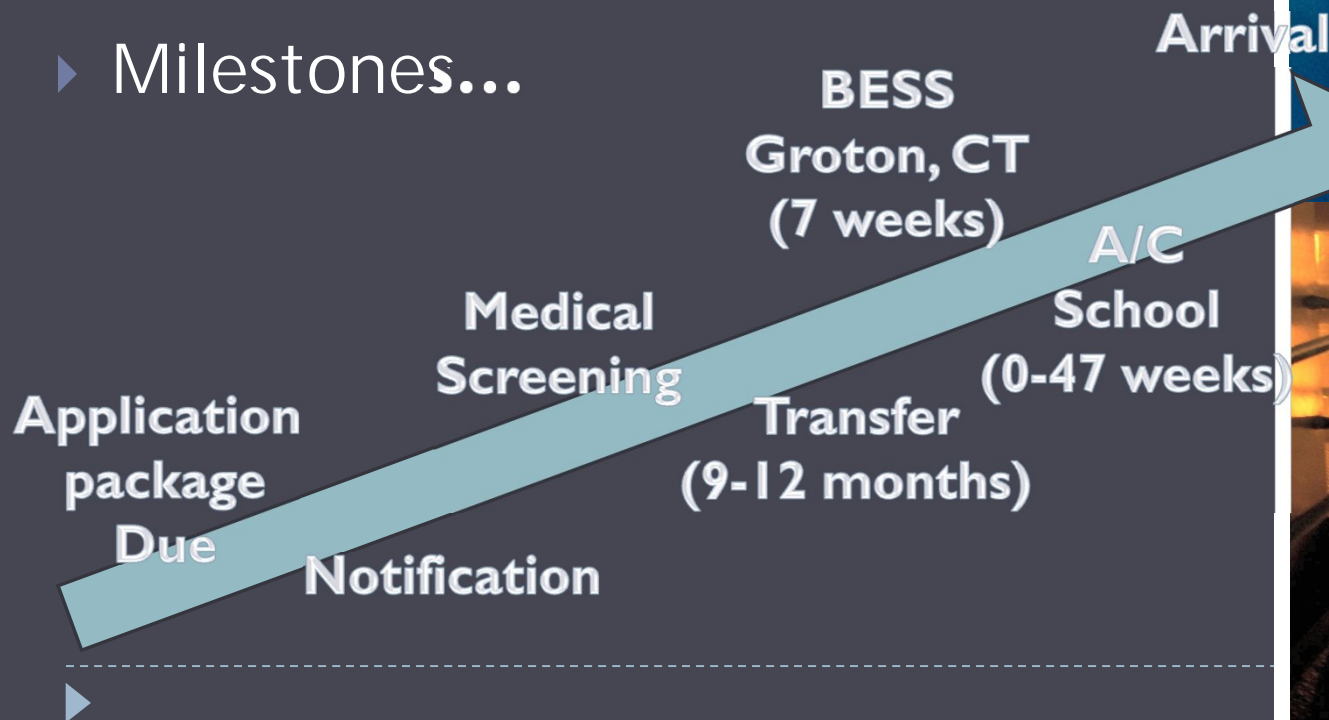
- ▶ CPOs
  - ▶ YN / CS / LS / HM(IDC) / IT
  - ▶ Selection panel
  - ▶ Approved by SUBFOR, results by NAVADMIN
- ▶ Once selected
  - ▶ Submarine Medical Screening within 30 days
  - ▶ Transfer approximately 9-12 months from selection
  - ▶ Basic Enlisted Submarine School (BESS) (7 weeks)
  - ▶ Submarine specific training
  - ▶ Report in prior to E6 and below





# E6 AND BELOW CONVERSION

- ▶ All ranks and ratings eligible
- ▶ Apply per NAVADMIN
- ▶ Objective scoring and rating/rank distribution
- ▶ Milestones...



# JOB OPPORTUNITIES



Fire Control Technician (FT)



Machinist's Mate (MM)  
(Auxiliary and Weapons)



Electronics Technician (ET)  
(Navigation or Communications)



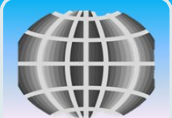
Missile Technician (MT)



Electronics Technician – Nuclear (ETN)\*



Machinist Mate – Nuclear (MMN) and  
Engineering Laboratory Technician (MMN-  
ELT)\*



Electricians Mate – Nuclear (EMN)\*



Culinary Specialist (CS)\*\*



Logistics Specialist (LS)\*\*



Yeoman (YN)\*\*

(Qualified PS will also be considered for Direct  
Conversion)



Information Systems Technician (ITS)  
\*\*



Hospital Corpsman - Independent  
Duty Corpsman (HM-IDC) \*\*



Sonar Technician Submarines (STS)

\* Nuclear Ratings are not available for conversion

\*\* CPO conversion MUST be from one of these ratings

# WHAT FACTORS ARE CONSIDERED FOR SELECTION?

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- ▶ CO's Endorsement
- ▶ Exceptional Performance (Soft/Hard Breakouts on FITREPS)
- ▶ Sea Service Experience
- ▶ Warfare Qualified
- ▶ Job Experience (i.e. assignments that can be related to success in submarine service)
- ▶ Sailors in all paygrades E1 to E6
  - ▶ PACT Sailors are eligible for selection regardless of experience!

HARDWORKING, MOTIVATED WOMEN WHO WANT TO BE SUBMARINERS!

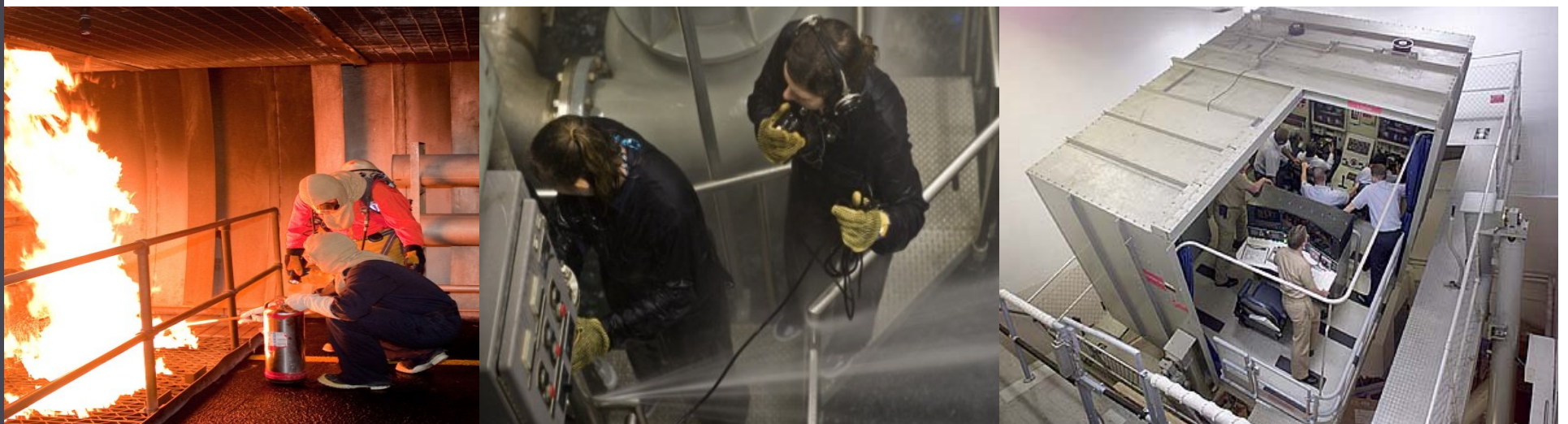
# TRAINING AND LIFE ON A SUBMARINE

BESS  
A/C School  
Life on a Submarine

# BASIC ENLISTED SUBMARINE SCHOOL

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- ▶ Basic theory of construction/operation of submarines
  - ▶ Learn ships systems, organization, and damage control
- ▶ All non-nuclear submariners attend BESS
  - ▶ Prepares Sailors to pursue submarine qualifications upon initial assignment to an operational submarine
- ▶ Critical screening of future submariners in the areas of adaptability and reliability
- ▶ Seven weeks in Groton, CT





# TRAINING PIPELINE

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All Conversion Sailors will attend A and/or C school based on previous rating

- CS 'A' School
  - 5 Weeks in Ft Lee, VA
- LS 'A' School
  - 7 Weeks in Meridian, MS
- YN 'A' School
  - 6 Weeks in Meridian, MS
- ITS 'A/C' Schools
  - 47 Weeks in Groton, CT
- ET Communication 'A/C' Schools
  - 30 Weeks in Groton, CT
- ET Navigation 'A' School
  - 27 Weeks in Groton, CT
- STS 'A' School
  - 27 Weeks in Groton, CT
- FT 'A' School
  - 27 Weeks in Groton, CT
- MM AUX 'A' School
  - 9 Weeks in Groton, CT
- MM WEPS 'A' School
  - 13 Weeks in Groton, CT





# LIFE ON A SUBMARINE

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- ▶ Bangor, Wa or Kings Bay, GA
  - ▶ Expectations
    - ▶ Watchstanding at-sea and in-port
    - ▶ Earning your "dolphins"
  - ▶ Dual crew
  - ▶ Sub Pay
    - ▶ In addition to other incentive pay (e.g. sea pay and hazardous duty pay)
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QUESTIONS?



# FOR MORE INFORMATION...

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Go to Enlisted Women in Submarines Webpage at:

<http://www.npc.navy.mil/bupers-npc/enlisted/community/submarine/Pages/EnlistedWomeninSubmarines.aspx>

## Enlisted Women in Submarines Task Force

CAPT George Perez Jr.– Deputy EWSTF

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LT Jennifer Carroll – SUBFOR Women in Submarines Coordinator

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## Submarine Enlisted Community Managers

LT Gregory Mosley- Assistant Submarine Non-Nuclear ECM

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STSCS(SS) Joseph Hanley- Submarine Non-Nuclear ECM Technical Advisor

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YNC(SS) Aaron Norton- Submarine Non-Nuclear ECM Technical Advisor

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LCDR Will Wiley – Submarine Nuclear ECM

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# BACKUP SLIDES

# SSN OPERATIONS

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- Single crew Submarines
  - Average Deployment 6 months
  - Multi-mission platform
  - Project power ashore with Tomahawk cruise missiles and Special Operations Forces
  - Intelligence, Surveillance, Reconnaissance (ISR) missions
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# HOW BIG ARE SUBMARINES?

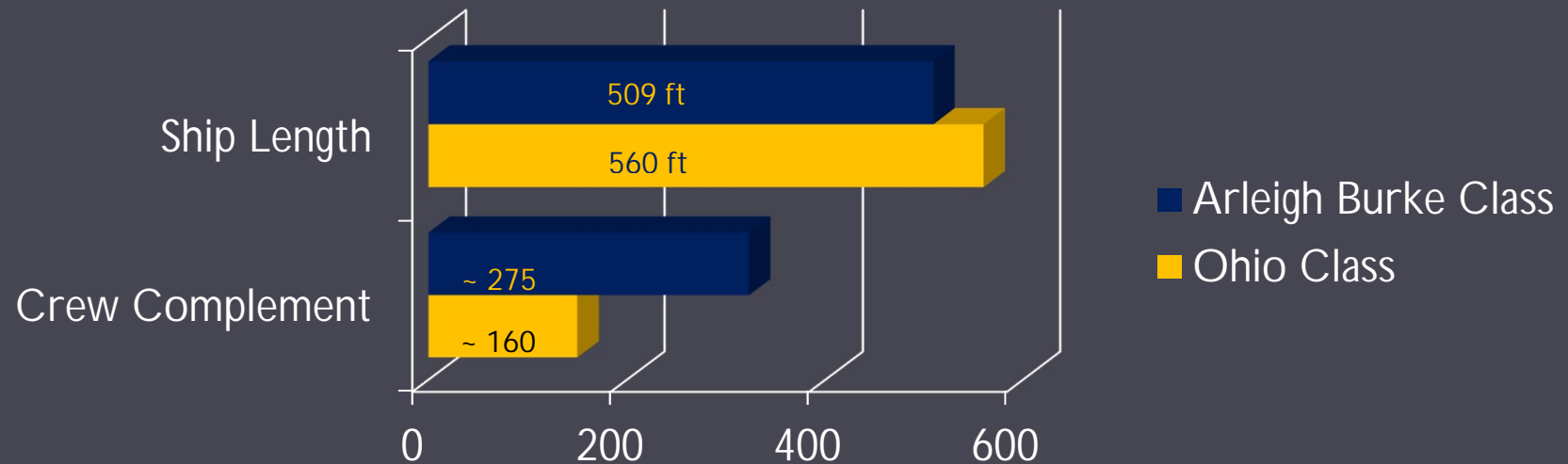
Too Small?



Arleigh Burke Class DDG



Ohio Class Submarine



# SRB INCENTIVES

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## Submarine Rates SRB as of April 2015

Rating	Navy Enlisted Classification	Zone A	Zone B	Zone C
ETV	14XX	2.0	1.5	0
ETR	14XX	3.0	2.5	0
FT	13XX	0	1.0	1
MMA	42XX	2.5	1.5	0
MMW	42XX	3.0	2.0	0
CS	0000	2.0	0	0
MT	33XX	1.0	1.0	0
LSS	0000	0.5	0	0
STS	0000/0416	1.5	1.0	8.0
YNS	0000	1.0	0	0
ITS	27XX/2781	3.0	2.5	2.5

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SRB rates current as of MSG DTG 301636Z APR 2015

▶ VERIFY SRB RATES IAW CURRENT NAVADMIN

# FAQ

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- What ratings are available to convert into?
  - All non-nuclear submarine ratings are available for conversion (STS, FT, MMW, MT, ITS, ET-NAV/ET-COM, LS, YN, CS, MMA). Applicants must meet the criteria for the ratings to which they are requesting conversion. Some ratings will offer direct conversion without requiring additional rating training. (i.e., LS, YN, CS) All Submarine Sailors must attend Basic Enlisted Submarine School (BESS), with the exception of nuclear-trained Sailors. Female applicants CAN NOT apply for conversion via SEAWAY. PACT/Undesignated Sailors of any paygrade are eligible for selection into any rating.
- Does it benefit me to submit my package early in the selection process?
  - No. The selection process will not commence until after the application deadline.
- Will I be notified if I am not going to receive my first choice identified in my package?
  - No. When you list your three options you should expect to be selected in any of those ratings. DO NOT request a rate that you are not willing to convert into. However – your preferences are part of the process and 82% of Sailors selected were placed in their first choice.



# FAQ

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- I am married to another service member. Will we be able to transfer together if I am selected?
  - Marriage Status is not considered in the selection process, however as billets become available in Kings Bay GA and Bangor WA, it may be considered in assignments. Navy policies for Mil-Mil families will be considered in writing your orders. Note also that the initial training pipeline for all Sailors, excluding nuclear-trained Sailors, will begin in Groton, CT and will vary in length based on the rating selected. Final assignments will be to either Kings Bay, GA or Bangor WA. Both bases are in proximity to additional Naval bases and facilities.
- I just reported to shore command. Will I be required to return to sea if selected?
  - Yes. As part of the submarine volunteer statement you will be required to obligate for a minimum of 36 months of sea time following your training pipeline. Most conversions should expect to have their first submarine tour be based on the sea/shore flow of the rating into which they are converting.



# FAQ

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- ▶ Where are the Sailors selected during this application cycle going to be stationed?
  - ▶ Following training in Groton, CT, the initial assignments will be to an SSGN or SSBN stations in either Kings Bay, GA or Bangor, WA. After 2020, additional homeports will become available as Virginia Class SSNs are modified to support an integrated crew. The current cycle is for integration of FLORIDA in Kings Bay.
- ▶ What if my ASVAB is not high enough to meet the criteria of submarine ratings?
  - ▶ ASVAB waivers can be considered. Experience and past training will be taken into account as potential mitigation when assessing a waiver request. Due to the competitive nature of the program, packages requiring waivers will have a smaller chance of being selected. It is recommended that you retake the ASVAB and submit updated scores with your package.





# FAQ

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- ▶ I am over the age requirement, will I require an age waiver?
  - ▶ An age waiver is not required for submission with your application. If your application is selected for this program you will be granted an age waiver if required.
- ▶ If my medical screening is not reviewed by an Undersea Medical Officer or Diving Medical Officer can I still submit my package?
  - ▶ Yes. If selected, you will have 30 days to complete a submarine physical reviewed by an Undersea Medical Officer.



# FAQ

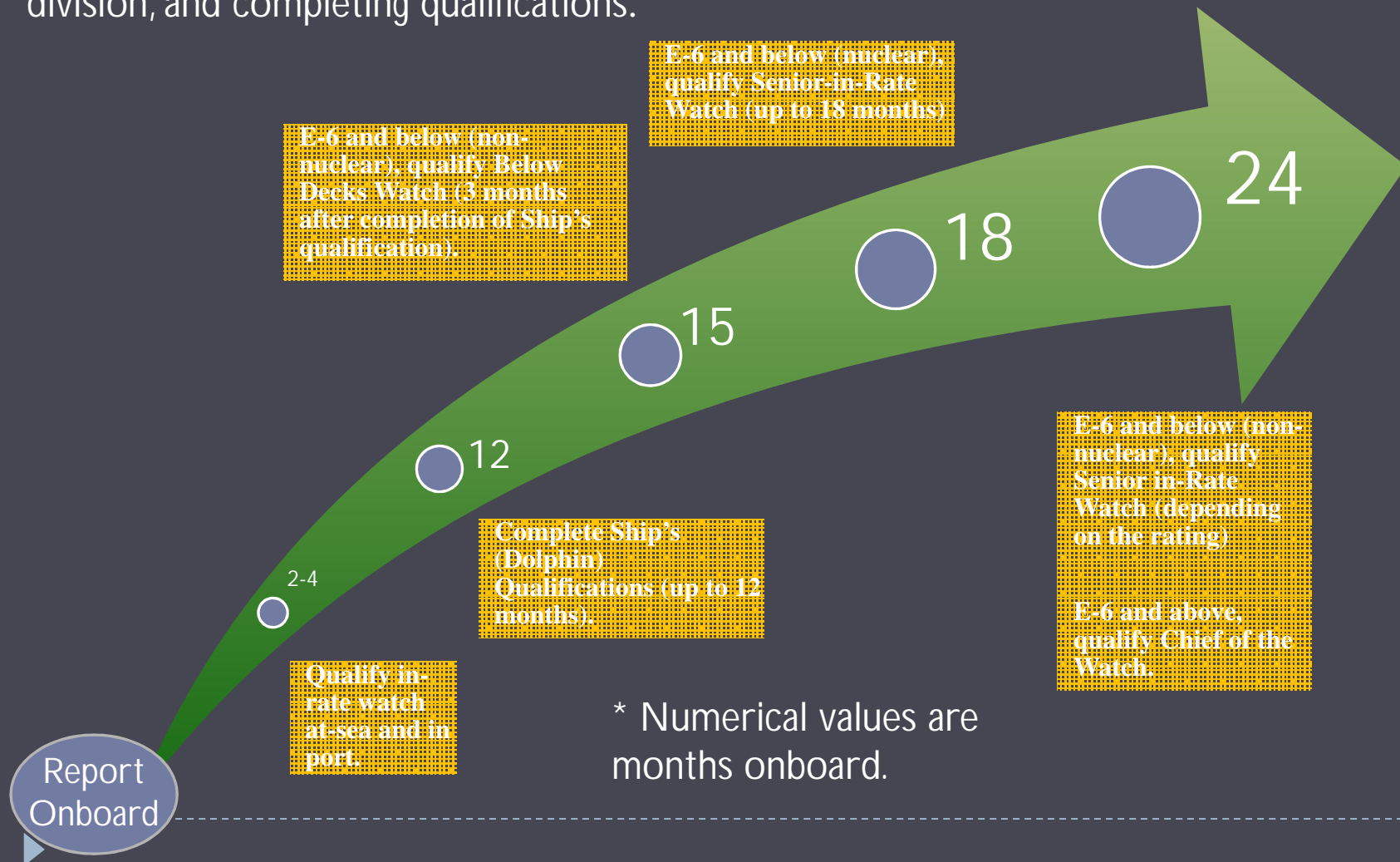
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- ▶ How do the male submariners feel about having women onboard?
  - ▶ There will be mixed reactions depending on personalities and there will definitely be a “warming up” period for most of the crew while they get a feel for how this change affects them. More important than gender will be whether you can do your job, qualify, and support the team. Submariners judge fellow Sailors based on their competency and ability to contribute. It's a small crew so one person not pulling their weight affects everyone else, if you work hard and pull your weight, gender will be a non-issue.



# FIRST TOUR EXPECTATIONS

The first year for any Submariner is spent familiarizing themselves with the ship, their division, and completing qualifications.



# FAQ

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- ▶ What does it mean to be stationed on a dual crew submarine?
  - ▶ Dual crews are generally considered a pretty good deal. It's good for family life because your crew only owns the boat for half of the time, half of the ship's deployments and half of the maintenance periods. When your crew is the "off-crew" you'll do a lot of training, but you'll go home every night, the trainers close around 1600, and you won't stand duty on the weekends. Overall there is a high op-tempo because the boat is almost constantly deployed, but the burden is shared between two full crews.



# FAQ

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- ▶ What is the berthing configuration for women?  
What is hot-racking?
  - ▶ Women will be placed in three 9 man bunkrooms. The aft crews head is being split during the modification to create one female only head and a single use head for males or females. The forward head is being expanded for the males to maintain same person to head ratio (roughly). The CPOs will have a berthing area and shower in Chief's Quarters. The head will be time-shared by male and female CPOs. Hot-racking is when three Sailors share two bunks. It is very common on fast-attack (LA or VA Class) submarines because there are not enough bunks for the whole crew. Hot-racking isn't a common practice on SSGN/SSBN (OHIO Class) submarines because there are more than enough bunks for each crew member.



# FAQ

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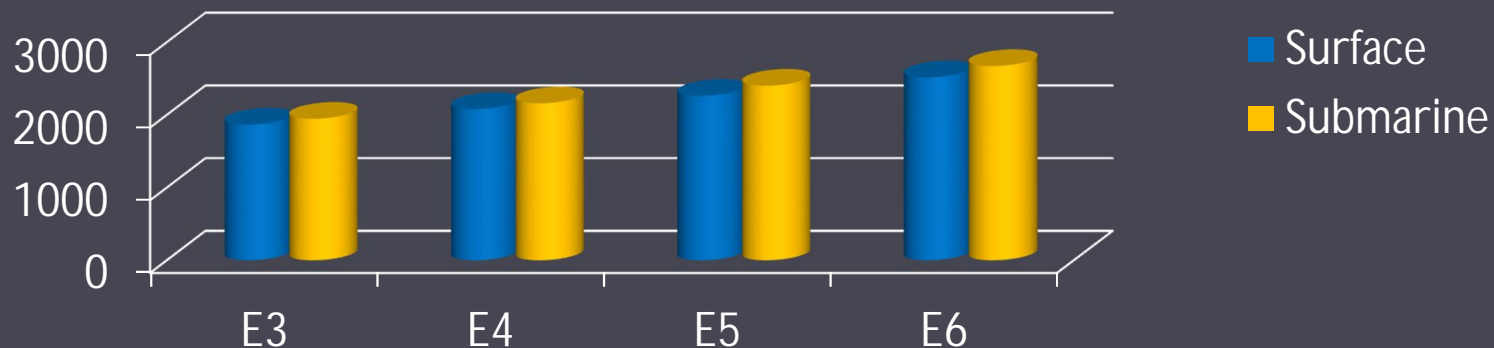
- ▶ How do we communicate with family while underway?
  - ▶ Email can be limited and there is no ability to make phone calls. Typically we are able received more than we're able to transmit but it depends on the mission and where we are in the world. Alternately, the deployments are about 3 months long, so it can be more isolated while you're gone, but you aren't gone for long periods of time.
- ▶ What ports do submarines pull into?
  - ▶ It depends on the mission and length of the deployment. SSGNs will make some port calls and are forward deployed out of Diego Garcia and Guam. SSBNs make no ports calls for security reasons.
- ▶ What is Sub Pay and how much is it?
  - ▶ Sub pay is similar to hazardous duty pay, but it's constant once you've started BESS – it starts at \$75 per month and goes up by time in submarines and rank. You'll continue to receive sub pay even on shore duty as long as you plan to continue in the submarine force.





# SUBMARINE PAY

Pay Comparison (based off one year time in service)



Submarine Duty Incentive Pay (Effective October 1, 2011)										
Pay Grade	Cumulative Years of Service									
	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 14	Over 16	Over 18
E-9	425.00									600.00
E-8	415.00									550.00
E-7	405.00									
E-6	155.00	170.00	175.00	300.00	325.00	375.00				
E-5	140.00	155.00		250.00	275.00					
E-4	80.00	95.00	100.00	245.00						
E-3	80.00	90.00	95.00		90.00					
E-2	75.00	90.00								
E-1	75.00									

Submarine Duty Incentive Pay for O-7 through O-10 is \$355.00

Sailors not residing in the Barracks also receive BAS while inport.